



Job Description

Job Title: Director of Engineering

Department: Engineering

Reports To: VP of Engineering

SUMMARY

This person will lead and manage our global engineering team. They will receive direction from the VP of Engineering and the Executive Management Team and coordinate engineering activities to support this direction. They will be responsible for the performance of the Engineering team, including accomplishment of goals and objectives, completing projects on schedule and budget, new product development and continuation engineering. They will specify and manage the procedures, tools and systems used by the engineering team. This person will also oversee hiring, training, evaluation, and termination of engineering team members.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Manage the global engineering team
- Define and refine engineering processes, policies, and strategies
- Manage new product development activity, ensure new products are completed on schedule
- Create and manage safety protocols for engineering functions
- Manage training programs for new hires and existing team members, mentor junior engineers
- Manage the engineering systems, tools, and schedules
- Ensure product compliance with applicable standards and regulations
- Manage recruitment, hiring, performance evaluation and termination of engineering resources
- Communicate engineering status, accomplishments and concerns to Executive Management team.
- Provide technical expertise to support product litigation
- Other duties may be assigned.

QUALIFICATIONS

Education: Bachelor's degree in mechanical or electrical engineering is required. Post graduate degree in engineering or business is preferred.

Experience: A minimum of eight years' work experience in engineering product development with a minimum of four years managing engineering individuals or teams. Experience must include at least four years in a manufacturing environment.

Leadership Skills: Proven ability to lead and motivate a diverse, global team of technical resources. Must be willing to lead by example - willing to participate with the team and contribute at any level.

Management Skills: Proven ability to solve problems and manage teams in high stress situations. Ability to effectively collaborate with all departments and create effective cross functional teams. Ability to effectively evaluate performance of team members and resolve unacceptable performance or behavior. Proven ability to coordinate and manage complex projects and complete projects on schedule. Ability to create metrics to monitor performance of the engineering team.

Language and Communication Skills: Ability to create and analyze technical documents and procedures. Ability to effectively communicate complex concepts and analyses to technical and non-technical audiences. Ability to professionally and accurately communicate technical information to company leadership and key customers.

Innovation Skills: Ability to generate unique ideas and concepts to solve problems and create value. Experience with innovation techniques such as brainstorming, design thinking and DMAIC.

Mathematical Skills: Comprehension of all basic engineering calculations. Ability to interpret and analyze complex sets of data. Ability to interpret and analyze department financial data.

Reasoning Ability: Ability to solve practical problems involving multiple variables. Ability to perform root cause analysis and determine proper corrective actions.

Computer Skills: Experience with 2D and 3D engineering CAD software. Ability to utilize Microsoft Office software to create and manage advanced spreadsheets, technical documents, and technical presentations. Experience with ERP/MRP software.

Other Skills and Abilities: Ability to read and comprehend prints and technical drawings.

Other Qualifications: Able to execute essential duties with little supervision. Demonstrated experience working with cross functional teams to support customer needs.

PHYSICAL DEMANDS

While performing the duties of this Job, the employee is regularly required to sit, stand and walk; use hands to finger, handle, or feel; reach with hands and arms and talk or hear. The employee is occasionally required to climb or balance and stoop, kneel, crouch, or crawl. The employee must occasionally lift and/or move up to 40 pounds. Specific vision abilities required by this job include close vision, distant vision, color vision, peripheral vision, depth perception and ability to adjust focus.

WORK ENVIRONMENT

While performing the duties of this Job, the employee is occasionally exposed to moving mechanical parts and machines, chemical fumes or airborne particles and risk of electrical shock. The noise level in the work environment is usually moderate but can occasionally be loud or very loud. Occasional travel to customer or vendor facilities is required, including occasional participation in the installation of Shur-Co products for various applications. Use of company supplied PPE is required in any hazardous work environment.

(Reasonable accommodations may be made for individuals with disabilities to perform essential job functions.)